

21 July 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with Investigator (Miss Ann Karelikas) from
the Senate Select Committee

REFERENCE: Memo for Chairman, CIA Task Force for Review Staff,
[redacted] dtd 9 Jul 75, subj: Request for
Information

STATINTL

1. The requested briefing by Miss Karelikas for 2 p.m. 16 July 75 was rescheduled for 10:30 a.m. today.

2. OP was asked to brief Miss Karelikas on Question #2 "What criteria do we use in Fitness Reports?" and provide a joint briefing with a DDO representative on Question #4 "What are our Career Incentives, especially in the DDO?".

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3. [redacted] CMG/DDO, was the DDO designee while the undersigned was designated as the OP representative. [redacted] and I met prior to our scheduled briefing and agreed to areas we would cover - particularly as regarded to the "career incentives" question.

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4. Miss Karelikas explained that she is not a lawyer but an Historian who completed her Doctorate at Harvard in 1974, followed by a three-month study grant in London where she reviewed the declassified British SOE files on WWII special operations in Greece. Her Doctoral thesis was on American Policy toward Greece in 1945. In the course of her study of the SOE records, she encountered documentation relative to OSS operations in Greece in WWII. Her interest in OSS wartime activities was stimulated and when she had an opportunity to serve as an Investigator with the SSC, she accepted.

5. I opened the discussion on Question #2 by asking Miss Karelikas whether she was interested in the criteria used in the Fitness Report per se or the broader subject of the Agency personnel evaluation system. She stated that she was really interested in the broader subject since she already understood the Agency Fitness Report format, rating categories, etc. She was interested in how, for example, we would evaluate the performance of a DDO Case Officer vis a vis an Economist in OER. I then gave her a rundown on the Career Service management system (centralized Agency policy, guidances, responsibilities and decentralized implementation

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by the Heads of Career Services with periodic monitoring, review and evaluation of performance by the DCI). I outlined the elements of the Agency's personnel evaluation system (i.e. Fitness Reports, Letters of Instruction and the Competitive Evaluation by Career Services) and how they are applied and interrelate in the evaluation process. This discussion led into the area of career incentives. I advised Miss Karelikas that I would cover the general incentives impacting on Agency personnel while [] would cover the DDO area. My discussion was based on the attached outline. [] then covered his points on the DDO incentives which parallel many of the general points I covered but in addition stressed the particular attraction of a professional career and progression in the collection area - the opportunity for assignments abroad, the challenge of responsibility in fulfilling important requirements, etc. In addition to the tangible factors covered, [] and I attempted to express the esprit and sense of purpose which has typified life in the Agency and provided strong intangible incentives to our employees for career employment. In response to Miss Karelikas' request to describe "typical" career progression in the DDO, [] succinctly outlined the DDO career pattern from Career Trainee through COB, COS and executive levels. Miss Karelikas stated that she had reviewed documentation that indicated a surprising number of former OSS officers were "on board" the original Agency carres in September 1947. She asked whether many of these "originals" were still on board and what assignments they held. We explained that many of our senior positions - to the past five to six years - were filled by officers with OSS experience but were now fewer in number through retirement. Miss Karelikas asked [] and I to generally outline our careers in CIA - which we did in brief terms. She then expressed her thanks for the briefing and we adjourned the meeting.

6. The above discussions lasted two hours and 25 minutes. Miss Karelikas took notes during much of the briefing. She was pleasant and appeared to have considerable personal interest in the topics discussed.

[]

Deputy Director of Personnel
for Plans and Control

STATINTL

Att.
Outline

Review Staff No. 75/1067

Date: 9 July 1975

MEMORANDUM FOR: Chairman, CIA Task Force

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FROM : The Review Staff,

SUBJECT : Request for Information

Ann Karelikas, SSC staff is interested in the following:

CTR 1. How the missions of the DDO and the DDI are presented to new employees, especially in training courses?

OP 2. What criteria do we use in fitness reports?

CTR 3. Could she see some representative training manuals?

OP/DDO 4. What are our career incentives, especially in the DDO?

Response Due: 14 July 1975

Comments : She would much prefer a briefing rather than a paper:

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cc: A/DDO
A/DDI
A/DDA
A/DDS&T

*Meeting scheduled
for 21 July 75
for office*

Briefing 16 July, 2 pm, 2E-45

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